

SECOND REGULAR SESSION  
HOUSE COMMITTEE SUBSTITUTE FOR  
SENATE COMMITTEE SUBSTITUTE FOR  
**SENATE BILL NO. 1086**  
**93RD GENERAL ASSEMBLY**

Reported from the Committee on Crime Prevention and Public Safety April 12, 2006 with recommendation that House Committee Substitute for Senate Committee Substitute for Senate Bill No. 1086 Do Pass by Consent. Referred to the Committee on Rules pursuant to Rule 25(26)(f).

STEPHEN S. DAVIS, Chief Clerk

4361L.08C

**AN ACT**

To repeal section 84.160, RSMo, and to enact in lieu thereof one new section relating to maximum amounts of compensation for police officers, with an emergency clause.

*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Section 84.160, RSMo, is repealed and one new section enacted in lieu thereof,  
2 to be known as section 84.160, to read as follows:

84.160. 1. [Based upon rank and length of service, the board of police commissioners may  
2 authorize maximum amounts of compensation for members of the police force in accordance with  
3 the following tables. The amounts of compensation set out in the following tables shall be the  
4 maximum amount of compensation payable to commissioned employees in each of the categories,  
5 except as expressly provided in this section.

6 2. From July 1, 2005, until June 30, 2006: SALARY MATRIX-POLICE OFFICER  
7 THROUGH CHIEF OF POLICE-FISCAL YEAR

|    |      |        |        |        |        |        |          |        |        |
|----|------|--------|--------|--------|--------|--------|----------|--------|--------|
| 8  |      |        |        |        |        |        | Asst.    |        |        |
| 9  |      | P.O.   | Sgt    | Lieut  | Capt   | Maj    | Lt. Col. | Chief  | Chief  |
| 10 | Yrs. | Salary | Salary | Salary | Salary | Salary | Salary   | Salary | Salary |
| 11 | 0    | 34331  |        |        |        |        |          |        |        |
| 12 | 1    | 35532  |        |        |        |        |          |        |        |
| 13 | 2    | 36643  |        |        |        |        |          |        |        |

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

|    |    |       |       |       |       |       |       |       |        |
|----|----|-------|-------|-------|-------|-------|-------|-------|--------|
| 14 | 3  | 38706 |       |       |       |       |       |       |        |
| 15 | 4  | 39727 |       |       |       |       |       |       |        |
| 16 | 5  | 41053 | 49445 |       |       |       |       |       |        |
| 17 | 6  | 42379 | 49591 |       |       |       |       |       |        |
| 18 | 7  | 44923 | 52550 | 57626 |       |       |       |       |        |
| 19 | 8  | 46748 | 54679 | 59955 |       |       |       |       |        |
| 20 | 9  | 48638 | 56878 | 62361 | 67793 |       |       |       |        |
| 21 | 10 | 48807 | 57045 | 62528 | 67961 |       |       |       |        |
| 22 | 11 | 49335 | 57213 | 62694 | 68129 | 74370 |       |       |        |
| 23 | 12 | 49511 | 57379 | 62863 | 68296 | 74538 | 76479 | 80388 | 95054  |
| 24 | 13 | 49677 | 57547 | 63030 | 68464 | 74703 | 79023 | 82932 | 95387  |
| 25 | 14 | 49843 | 57715 | 63197 | 68630 | 74871 | 79189 | 83099 | 95721  |
| 26 | 15 | 50012 | 57881 | 63364 | 68797 | 75038 | 79358 | 83268 | 96055  |
| 27 | 16 | 50178 | 58048 | 63530 | 68964 | 75206 | 79524 | 83433 | 96390  |
| 28 | 17 | 50347 | 58216 | 63699 | 69132 | 75374 | 79693 | 83602 | 96724  |
| 29 | 18 | 50513 | 58383 | 63866 | 69369 | 75539 | 79858 | 83768 | 97057  |
| 30 | 19 | 50679 | 58550 | 64034 | 69466 | 75707 | 80025 | 83934 | 97393  |
| 31 | 20 | 50847 | 58717 | 64200 | 69633 | 75875 | 80193 | 84104 | 97728  |
| 32 | 21 | 51014 | 58883 | 64367 | 69800 | 76042 | 80360 | 84269 | 98061  |
| 33 | 22 | 51181 | 59052 | 64535 | 69967 | 76208 | 80529 | 84437 | 98395  |
| 34 | 23 | 51349 | 59219 | 64702 | 70135 | 76375 | 80694 | 84604 | 98730  |
| 35 | 24 | 51515 | 59385 | 64870 | 70302 | 76542 | 80864 | 84771 | 99062  |
| 36 | 25 | 51683 | 59553 | 65036 | 70470 | 76711 | 81029 | 84940 | 99398  |
| 37 | 26 | 51850 | 59719 | 65203 | 70637 | 76878 | 81196 | 85105 | 99733  |
| 38 | 27 | 52019 | 59888 | 65371 | 70803 | 77044 | 81365 | 85273 | 100068 |
| 39 | 28 | 52185 | 60055 | 65538 | 70971 | 77210 | 81530 | 85438 | 100402 |
| 40 | 29 | 52351 | 60221 | 65703 | 71138 | 77379 | 81699 | 85607 | 100734 |
| 41 | 30 | 52518 | 60389 | 65872 | 71303 | 77546 | 81864 | 85776 | 101070 |

42         3. Each of the above-mentioned salaries shall be payable in biweekly installments. The  
43 above-mentioned salaries assume twenty-six biweekly installments falling within the effective  
44 dates of the salary matrix. If twenty-seven biweekly installments fall within the effective dates of  
45 the salary matrix it is assumed that the salaries within the matrix will be adjusted upward  
46 accordingly to reflect the effect of an extra pay period falling within the effective dates of the salary  
47 matrix. Any increase in salaries within the matrix due to twenty-seven biweekly installments  
48 falling within the effective dates of the matrix will not continue into a period in which only  
49 twenty-six biweekly installments are paid.] **As of August 28, 2006, the board of police**

50 **commissioners shall have the authority to compute and establish the annual salary of each**  
51 **member of the police force without receiving prior authorization from the general assembly.**

52       **2.** Each officer of police and patrolman whose regular assignment requires nonuniformed  
53 attire may receive, in addition to his or her salary, an allowance not to exceed three hundred sixty  
54 dollars per annum payable biweekly. **Notwithstanding the provisions of subsection 1 of this**  
55 **section to the contrary**, no additional compensation or compensatory time off for overtime, court  
56 time, or standby court time shall be paid or allowed to any officer of the rank of sergeant or above.  
57 Notwithstanding any other provision of law to the contrary, nothing in this section shall prohibit  
58 the payment of additional compensation pursuant to this subsection to officers of the ranks of  
59 sergeants and above, provided that funding for such compensation shall not:

60       (1) Be paid from the general funds of either the city or the board of police commissioners  
61 of the city; or

62       (2) Be violative of any federal law or other state law.

63       **[4.] 3.** It is the duty of the municipal assembly or common council of the cities to make  
64 the necessary appropriation for the expenses of the maintenance of the police force in the manner  
65 herein and hereafter provided; provided, that in no event shall such municipal assembly or  
66 common council be required to appropriate for such purposes (including, but not limited to, costs  
67 of funding pensions or retirement plans) for any fiscal year a sum in excess of any limitation  
68 imposed by article X, section 21, Missouri Constitution; and provided further, that such municipal  
69 assembly or common council may appropriate a sum in excess of such limitation for any fiscal year  
70 by an appropriations ordinance enacted in conformity with the provisions of the charter of such  
71 cities.

72       **[5.] 4. Notwithstanding the provisions of subsection 1 of this section to the contrary,**  
73 the board of police commissioners shall pay additional compensation for all hours of service  
74 rendered by probationary patrolmen and patrolmen in excess of the established regular working  
75 period, and the rate of compensation shall be one and one-half times the regular hourly rate of pay  
76 to which each member shall normally be entitled; except that, the court time and court standby time  
77 shall be paid at the regular hourly rate of pay to which each member shall normally be entitled.  
78 No credit shall be given or deductions made from payments for overtime for the purpose of  
79 retirement benefits.

80       **[6.] 5. Notwithstanding the provisions of subsection 1 of this section to the contrary,**  
81 probationary patrolmen and patrolmen shall receive additional compensation for authorized  
82 overtime, court time and court standby time whenever the total accumulated time exceeds forty  
83 hours. The accumulated forty hours shall be taken as compensatory time off at the officer's  
84 discretion with the approval of his supervisor.

85 [7.] 6. The allowance of compensation or compensatory time off for court standby time  
86 shall be computed at the rate of one-third of one hour for each hour spent on court standby time.

87 [8.] 7. The board of police commissioners may effect programs to provide additional  
88 compensation to its employees for successful completion of academic work at an accredited college  
89 or university, in amounts not to exceed ten percent of their yearly salaries or for field training  
90 officer and lead officer responsibilities in amounts not to exceed three percent of their yearly  
91 salaries for field training officer responsibilities and an additional three percent of their yearly  
92 salaries for lead officer responsibilities. The board may designate up to one hundred fifty  
93 employees as field training officers and up to fifty employees as lead officers.

94 [9.] 8. The board of police commissioners:

95 (1) Shall provide or contract for life insurance coverage and for insurance benefits  
96 providing health, medical and disability coverage for officers and employees of the department;

97 (2) Shall provide or contract for insurance coverage providing salary continuation  
98 coverage for officers and employees of the police department;

99 (3) Shall provide health, medical, and life insurance coverage for retired officers and  
100 employees of the police department. Health, medical and life insurance coverage shall be made  
101 available for purchase to the spouses or dependents of deceased retired officers and employees of  
102 the police department who receive pension benefits pursuant to sections 86.200 to 86.364, RSMo,  
103 at the rate that such dependent's or spouse's coverage would cost under the appropriate plan if the  
104 deceased were living;

105 (4) May pay an additional shift differential compensation to members of the police force  
106 for evening and night tour of duty in an amount not to exceed ten percent of the officer's base  
107 hourly rate.

108 [10.] 9. **Notwithstanding the provisions of subsection 1 of this section to the contrary,**  
109 the board of police commissioners shall pay additional compensation to members of the police  
110 force up to and including the rank of police officer for any full hour worked between the hours of  
111 11:00 p.m. and 7:00 a.m., in amounts equal to five percent of the officer's base hourly pay.

112 [11.] 10. The board of police commissioners, from time to time and in its discretion, may  
113 pay additional compensation to police officers, sergeants and lieutenants by paying commissioned  
114 officers in the aforesaid ranks for accumulated, unused vacation time. Any such payments shall  
115 be made in increments of not less than forty hours, and at rates equivalent to the base straight-time  
116 rates being earned by said officers at the time of payment; except that, no such officer shall be  
117 required to accept payment for accumulated unused vacation time.

Section B. Because of the need to compensate police officers adequately, section A of this  
2 act is deemed necessary for the immediate preservation of the public health, welfare, peace and

3 safety, and is hereby declared to be an emergency act within the meaning of the constitution, and  
4 section A of this act shall be in full force and effect on June 26, 2006.

✓

Unofficial

Bill

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